

Arizona Independent Redistricting Commission

Wednesday, April 20, 2011

11:00 A.M.

Location

The Carnegie Center
1101 West Washington Street
Phoenix, Arizona

Attending

Colleen C. Mathis, Chair
Jose M. Herrera, Vice Chair
Scott Day Freeman, Vice Chair
Linda C. McNulty, Commissioner
Richard P. Stertz, Commissioner

James E. Barton II, Assistant Attorney General

Meeting Summary

1. Call to Order
 - The meeting was called to order at 11:03 A.M. by Chairman Mathis followed by the Pledge of Allegiance.
 - There was a quorum present.
 - Any member of the public wishing to speak was requested to fill out a public comment form and submit it to the Chair.

2. Interview of Candidates for Executive Director

Raymond F. Bladine

- Briefly reviewed his professional history
- Re-emphasized how pleased he would be to be involved with the Commission as Executive Director
- Looking forward to assisting the Commission in making decisions and in staffing the office
- Sees the Executive Director position reporting to the Chairman and responsible to the entire Commission
- Anxious to get started on the work of the Commission
- Noted his experience in working with the media

- If you are open with the media, you can establish relationships where people trust you.
- The Executive Director needs to work behind the scenes and bring together information for Commission decisions and to keep the public informed.
- Would be successful if the Commission believes him to be
- Has no personal goal for the Commission other than to improve the process
- First priority in hiring would be to get the Commission's priorities
- Staff appointments must have the confidence to carry out the job, be a good listener, look for solutions, deal well with the public, and not have an outside agenda.
- Appointment of a budget person, Executive Assistant, technology support person and acquiring office space would be early priorities.
- The budget for this Commission is substantially less than that of the previous Commission. A budget manager will be a key appointment.
- One the most rewarding aspects of his career is meeting someone who credits him with having had a positive impact on their life and career.
- Public input will be key. Public input can be gathered through group meetings, web pages, printed form, ability of the public to manipulate maps, and as many other approaches as possible.
- Bring community together on feedback so they can have trust in the process. They can believe the process is fair, they have been listened to, and that the Committee is responding.
- It is possible the Committee may have good faith disagreements in the future. As Executive Director, my role would be to help communication, develop compromise, offer alternatives, and ensure everyone is clear on the area of disagreement. This would be a time to call on experience in mediation and consensus building.
- To ensure that consultants do preparatory work and reflect Commission decisions, the Executive Director needs to assist in the development of the Request for Proposal, gather and summarize data, clarify and bring a package of information to the Commission.
- Is aware that the Request for Proposal for legal services has been released to the public with the information that it will be available April 29, 2011. As Executive Director he would have to get involved quickly. He is involved in a few minor things at this time but has no major conflicts.
- Opinion of Geoffrey Gonsler as a candidate is:
 - i. Smart
 - ii. Ethical
 - iii. Fine administrator
 - iv. Knows the state system
 - v. Would be an excellent choice
- Scope of experience in redistricting is working with the City of Phoenix executive team working on redistricting ten years ago
- When misquoted by the media it is sometimes minor enough that it is not worth pursuing. If badly misquoted, contact the reporter and attempt to resolve the issue and clarify the communication. A quote of three years ago can become the quote of today with the archive of the print media.

- Reasons for wanting to step into the position of Executive Director:
 - i. Have been in public service since 1968
 - ii. Expertise paid for by the taxpayers
 - iii. Would like to give back
 - iv. Leave the world a better place
 - v. Work holds his interest
 - vi. He is experienced in a behind the scenes role
- Keep informed by means of the print media, internet, talking to experts and making contact with community organizations
- Rural communities are a vital point of contact. Their concerns and issues are different than those of metropolitan areas. It is necessary to link in with the communities and I have experience doing that.
- The constitution requires the exercise of duties in a fair and independent manner.
 - i. No affiliations with political parties
 - ii. Years of service have been as a public administrator
 - iii. No contributions to political parties
 - iv. Only contributions have been to individual candidates
 - v. Registered in a political party
 - vi. Fair, non-partisan history
 - vii. Relate as a policy maker
- Manage stress as Executive Director by:
 - i. Having learned not to take so many things personally and seriously
 - ii. Occasional time off
 - iii. Enjoying what I do

Concluded: 11:45 A.M.

Geoffrey E. Gonsler

- Briefly reviewed his professional history
- Always served in a non-partisan or bi-partisan capacity
- Only personal goal for the Commission is for the success of the Commission
- Goal as Executive Director is to meet mandated deadlines consistent with federal law
- Comfortable with controversy
- Commission's work is to be in the public not the work of the Executive Director
- Fully support the Commission
- Build a foundation with the media by being open and honest
- Public information should be shared at the appropriate time
- Information sometimes cannot be shared
- Executive Director works for the Commission, not for other officials or the public
- Hiring priorities would be:
 - i. Technology position
 - ii. Someone to schedule public meetings
 - iii. Budget manager
 - iv. Procurement manager
 - v. Contracts manager

- vi. Rely on Department of Administration and perhaps use loaned executives initially
- Role of consultants is to do preparatory work but not to create the end product
- Executive Director is the gate keeper
- Most rewarding aspect of career is to walk into a severe problem and be able to change the culture of the agency in a relatively short period of time
- Opinion of Raymond Bladine as a candidate is:
 - i. Fair, equality to all
 - ii. Shares knowledge and information
 - iii. Excellent resume
 - iv. You can expect a good relationship
 - v. Fine candidate
- Management style is that of participatory management (examples of office arrangement and drug testing plan for tracks), good communication, employee and stakeholder involvement, project should be touched by as many as possible
- Will continue to stay informed as Executive Director by:
 - i. Reading 4 newspapers a day
 - ii. Internet
 - iii. Asking questions of involved parties
 - iv. Talking to others
- Inform the public through social networking, public meetings, and factual education
- Previous redistricting experience with the City of Phoenix in an administrative role informing officials when requests were being heard
- Reasons for wanting to step into the role of Executive Director:
 - i. Saw recruitment for position and it reflected what he had done his entire career
 - ii. What the Committee has to accomplish is substantive and is worth doing
 - iii. Too young and healthy not to contribute
- Minimizes stress by having learned to think positively of meaningful things, exercise, and dogs
- The constitution requires the exercise of duties in a fair and impartial manner.
 - i. Always been in non-partisan or bi-partisan positions
 - ii. Never worked for a political party or organization
 - iii. Contributed to friends running for office
 - iv. Have contributed to both political parties
 - v. Have worked for elected officials and you never know what can be misconstrued or called into question
 - vi. Have no impact on the job
 - vii. Executive Director is a controversial arena but is an administrative job
 - viii. Job is to assist the decision makers

Concluded: 12:26 P.M

3. Call for Public Comment

- Douglas Johnson, President, National Graphics
His company served as consultants to the last Commission. There is a report and the step by step process of community review available.

- Steve Muratore, Publisher, Arizona Egalitarian
He is hopeful that the procurement process will not be short changed in order to save time. It was his observation that Geoffrey Gonsler had served under Governors of both parties and this indicated his ability to be impartial.

4. Discussion and Possible Action on Hiring an Executive Director

- **There was a motion by Commissioner Stertz, seconded by Commissioner Herrera that the Commission go into Executive Session for the purpose of discussing and taking possible action on candidates for Executive Director. All being in favor, the motion carried.** The meeting adjourned at 12:30 P.M. and was brought back to order at 1:02 P.M.
- Chairman Mathis thanked both of the candidates for the excellent interviews. **Chairman Mathis then stated if there was no objection, she was making a motion by unanimous consent and nominating Raymond Bladine as Executive Director. There being no objection Raymond Bladine was named as Executive Director.**
- **Commissioner Freeman made a motion, seconded by Commissioner McNulty, that Susan Laurence of the Department of Administration be named to finalize employment arrangements with Raymond Bladine. All in being in favor, the motion carried.**
- Commissioner Freeman noted:
 - i. Very difficult decision
 - ii. Excellent candidates
 - iii. Grateful that both candidates had applied
- Commissioner Herrera
 - i. Decision could easily gone either way
 - ii. Candidates were very positive about each other
 - iii. Wishes Geoffrey Gonsler the absolute best
- Commissioner McNulty
 - i. The Commission suffered an embarrassment of riches in the two candidates
 - ii. The decision was especially difficult
 - iii. Look forward to moving head
- Commissioner Stertz
 - i. Extraordinarily impressed
 - ii. It was a challenging decision
 - iii. Thank you to both candidates for their willingness to serve
- Chairman Mathis
 - i. Congratulations and thanks to both applicants
 - ii. Look forward to moving on with the work of the Commission
 - iii. Offered the Commission's thanks to Interim Executive Director Megan Darian

Recess for Lunch at 1:35 P.M.

5. Discussion and Possible Action on Office Space Options

- The meeting was brought to order at 2:14 P.M. by Chairman Mathis

- Commissioner Stertz reported that he and Nola Barnes, Department of Administration, General Services Division, had spoken with the Executive Director of the Industrial Commission on three possible space options at 800 West Washington Street. The Executive Director however is unable to approve any agreements. Proposals need to be taken to their Investment Committee for approval. They next meet on May 14, 2011. Commissioner Stertz explained his analysis of the three space options noting that Options A and B are proposed while Option C is actually offered space.
 - Commissioner Herrera inquired as to the negotiability of tenant improvements. Nola Barnes advised the Commission that tenant improvements are normally paid up front by the client.
 - Commissioner Mathis noted that Williams Hernandez, Department of Administration, General Services Division, was looking into panic and other alarm improvements at the Evans House which is also under consideration.
 - Nola Barnes indicated that the Evans House was available immediately. Buck Forst, Department of Administration, Information Services Division, stated there would be no delays in providing data connectivity.
 - Commissioner Herrera asked if there was a deadline to choose space and Ms. Barnes informed him there was not. Commissioner Mathis indicated that she was a fan of moving quickly.
 - **Commissioner McNulty made motion to enter into an agreement to occupy the Evans House that includes all data connectivity. Commissioner Herrera seconded the motion. All were in favor and the motion carried.** Ms. Barnes said she would put the Commission in touch with Surplus Property and vendors for their furniture needs.
 - **Commissioner Herrera made a motion, seconded by Commissioner Stertz that the agreement with the Department of Administration for lease space, data connectivity and acquisition of furniture be done in cooperation with Mr. Bladine. All being in favor, the motion passed.**
6. Discussion and Possible Action on Hiring Process for Executive Assistant, Public Information Officer, Information Technology Support, and Community Outreach Officer
- Ron Loyd, Department of Administration, Human Resources Division, established the position of IT Specialist IV. The hiring justification was expedited and approval to hire during the hiring freeze has been received. Mr. Loyd further explained the establishment of the uncovered position (meaning exempt from the merit system and Personnel Rules) and the hiring options. The position is a Grade C4 and has a wide salary range.
 - Commissioner McNulty noted that she had received a statement of interest from Buck Forst and asked Mr. Bladine if he had any objections to Mr. Forst's appointment to the position. Mr. Bladine stated that if the Commission had been well served by Mr. Forst, he had no objections. Mr. Loyd advised the appointment could be made via a transfer.
 - **Commissioner McNulty made a motion, seconded by Commissioner Herrera, that Buck Forst be appointed to the IT Specialist position and that**

Commissioner Herrera represent the Commission in the finalization of the hire. All were in favor and the motion passed.

- Commissioner Stertz directed that Mr. Bladine prepare an outline of his proposed structure and staffing plan for the next meeting.
7. Discussion of evaluation process for Request for Proposals for Legal Counsel and Mapping Services
- John Red Horse, Department of Administration, State Procurement Office, advised the Request for Legal Counsel was on the street and that he had received several inquires. Bids close on April 28, 2011 at 3:00 P.M. The initial step is to physically open the bids, put them on disk and turn over the disks to the Commission. A nondisclosure agreement must be signed by each individual prior to the turnover of the disks. In the interests of time, he will overnight the disks for weekend delivery. Process can be the same for Mapping Services. Mr. Bladine can be added to the review as a technical advisor or as a voting member.
 - **Commissioner Stertz made a motion that Mr. Bladine be added to the review as a technical advisor only. The motion was seconded by Commissioner Herrera. All were in favor and the motion carried.** The Mapping bids will follow the exact same process.
 - Mr. Red Horse spoke at some length above the grading/evaluation tool for the bids. Commissioner Stertz and Don Ellwanger from the State Procurement Office are currently preparing such a tool for the Mapping bids. A grading system must be in place prior to April 28, 2011 the release of the disks. The Commission agreed to meet telephonically next week to agree on a grading system for the Legal Counsel bids and to approve the Mapping Services Request for Proposal. Mr. Red Horse requested an Executive Session for further discussion. The Commission agreed to this request to be held at the end of the public meeting.
8. Approval of Minutes
- The minutes of the April 8, 2011 Public Session were tabled for redraft by Commissioner Freeman.
 - The April 14, 2011 minutes had the following changes/corrections:
 - i. Remove DRAFT #1 from page 1
 - ii. Page 1, attending, James Barton II, add Assistant
 - iii. Page 3, item 8, bullet 3, change March 30 to March 20
 - iv. Executive Session #1, under Gomez, 7th line, add period, then She worked
 - **The April 14, 2011 Minutes were approved with the above noted changes on a motion by Commissioner Freeman, seconded by Commissioner Stertz. All approved and the motion carried.**
9. Agenda Items and dates of Future Meetings
- **Commissioner McNulty made a motion, seconded by Commissioner Stertz to meet in Executive Session telephonically on April 27, 2011 to discuss the**

evaluation tool for the Legal Counsel Request for Proposal. Commissioner Herrera was opposed and the motion carried.

- Agenda items to include:
 - i. Finalizing Mapping Request for Proposal
 - ii. Evaluation tool for Legal Counsel Request for Proposal
 - iii. Staffing plan
 - iv. Update on office space
- Scheduled meeting dates are:
 - i. Wednesday, April 27, 2011 at 10:00 A.M. – Telephonic
 - ii. Tuesday, May 3, 2011 at 9:30 A.M. – Secretary of State’s Office

10. There being no further business the meeting adjourned at 3:31 P.M.

/paw